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Oct 3 Written By Victoria Martinez

Reflection on College of the Pacific Dean Search

Preface:

A previous version of this letter was sent under the subject “[Response Requested] Reflection on the College of the Pacific Dean Search Committee” to President Callahan, Vice President Blandizzi, Vice President Lomax-Ghirarduzzi, and Provost Pallavicini on Tuesday, September 6th, 2022. This current version was edited for greater clarity and better readability, and was sent to *The Pacifican* on Friday, September 16th, 2022 for publication. The message of a call for institutional change remains as consistent and strong as it was in the version sent to the administration listed above.

Of the recipients of this reflection, Vice President Lomax-Ghirarduzzi and Provost Pallavicini were the only two to respond, both responding on September 6th. Based on the meeting I had with Provost Pallavicini on the 8th of September, both President Callahan and Vice President Blandizzi are aware of the letter, but they have not personally reached out to me. The next steps that Provost Pallavicini and I discussed will be listed at the end of this reflection.

Thank you for reading this reflection. I encourage you to share it with others and make sure that the goals of this letter are actually achieved, whether that be through the next steps that Provost Pallavicini and I established, or through recommendations you may have. If you have any questions, comments, or would like the original version of this reflection, please email me at v_martinez20@u.pacific.edu. Thank you again.

Victoria
Martinez

Guest
Author

Senator-
at-Large

To: Students, Staff, Faculty, and Administration of the University of the Pacific

CC: Guiying (Angel) Zhong, ASuop President; Brooke Hân Trần, ASuop Vice President; Cabinet of the Associated Students of the University of the Pacific; Jose Flores-Jimenez, ASuop Director of Diversity, Equity, and Inclusion (D.E.I.); Senate of the Associated Students of the University of the Pacific; Lorenzo Spaccarelli, ASuop Senator of the College of the Pacific

From: Victoria Martinez, ASuop Senator at-Large

Date: September 6, 2022

RE: Reflection on the College of the Pacific Dean Search Committee

Hello all,

My name is Victoria Martinez. I am a second-year Sociology and Spanish major with a minor in Philosophy. I am a part of the Pacific Legal Scholars and Pacific Humanities Scholars programs and am also a Resident Assistant for our university’s Honors Dorm. Additionally, I have held positions in ASuop since my freshman year and currently serve as an elected Senator at-Large with a focus on DEI.

I write to you all to make you aware of my experience representing students while on the Search Committee for the new College of the Pacific (COP) Dean. I am extremely grateful to have been invited to take part in one of the most influential dean searches our campus holds. However, I would also like to show the areas where we can improve so that we can move towards fulfilling our mission of “[providing] a superior, student-centered learning experience.”¹ This mission is guided by our stated value of Diversity and Inclusion, where we “respect all individuals and embrace the richness that our diversity brings to us as an educational community.”² This letter will cover my perspectives regarding concerns I had as the only student representative on the dean search committee. As someone who is wholly committed to reforming institutions to better serve those they say they care for (in this case, students), I will discuss my perspective as a practitioner of DEI concepts; my student perspective, describing how it felt to be the sole student on a committee filled with faculty and administrators; and lastly, my concerns about the disparity between Pacific’s DEI goals and its DEI practices.

At the beginning of this search, I was proud to hear that our approach to find candidates was one based wholly in DEI practices. With an extreme awareness of DEI, the committee went into the search with intentionality, aware of the known institutional barriers that would negatively disproportionately affect BIPOC candidates. I was excited, ready to make an institutional change that would help us move towards a more equitable campus and future. I was also confident that the other committee members would do their best to support this institutional shift.

The committee made a commitment to move towards a more diverse future for COP, starting with getting a BIPOC finalist. However, as I write this letter, the committee has just finalized four white candidates as semifinalists for the position of dean. I feel confused and disillusioned.

I did not go down without a fight. I endured days' worth of hours-long meetings, and when I felt like I could not do it anymore, I stayed because I was the sole student on the committee, tasked with representing the interests, hopes, and needs of my peers. There were many reasons I wanted to stop, including: (a) the fatigue such a long, meticulous process produces; (b) the feeling of invalidation stemming from being the only student voice on a committee where you are regularly talked over; or even (c) the unique stress of not knowing if you are fulfilling your role as a student representative correctly, especially when you have no fellow student committee member to talk to and confide in. It often felt like I was expected to rubber stamp the recommendations of the rest of the committee, rather than have opinions of my own. Candidly, I felt tokenized and as if my contributions had no value outside of checking the box of including a "student voice" in the search. When I did share my opinions, I constantly questioned whether I was representing myself and my own wants, or that of the student body of our university's largest college. Despite this, I stayed until the end, fulfilling my duties to the best of my ability. And at the end of our final meeting before our campus would be introduced to the four semifinalists, I reminded the committee that we did not fulfill our aim for diversity that we so boldly stated and situated ourselves toward.

I believe that we failed for a few reasons. The most critical failure was that we could get away with merely stating our goal of getting diverse candidates, without fear of any tangible repercussions for failing to achieve this goal. This letter is the only semblance of accountability we will have. We need to be held responsible for being complicit in a system that operates in direct opposition to our promises of building a more equitable future. The committee's acknowledgement of participation in an inequitable system, paired with a lack of disruption against it, perpetuates a culture where the University can aspire to grandiose goals of DEI, without having any sort of accountability or repercussion in place should these goals fail to be met. We are not penalized for disregarding Pacific's value of "[demonstrating] integrity in our actions [or striving] to always do the right thing and [holding] ourselves and others accountable."³ For example, at a university where the student body is 37% Asian⁴, it would be natural to assume the final candidates for the dean position would reflect this. Additionally, with our school striving to label itself a Hispanic Serving Institution in the future, why was there no push to ensure that at least one semifinalist candidate represented this goal? It all comes back to committees, like mine, that are not held responsible for failing to follow through with putting forth racially diverse candidates.

However, when it comes to accountability, it is truly unfair to pin this all on those with DEI in their title. As I stated earlier, each individual in the committee went in with an understanding of our goal and the importance of getting a BIPOC finalist at the very least. They were equipped with the mental toolkit of how to get there, which I reiterated at the meeting preceding the introduction of candidates to our university. However, even with the reminder, there was no jump to action or reconsideration of our final four candidates; instead I was given an excuse to justify our predicament and subsequent further inaction. This failure cannot fall squarely on the shoulders of the institution's designated DEI officers, as it was abundantly clear that all search committee members were knowledgeable of our DEI goals, their importance, and how to take initiatives to accomplish them.

Before I end this reflection, I want to describe what my last meeting to date was like. At this final meeting, I requested to have another student representative share what happened at the student forum (this student was the one who moderated the forums via Zoom while I was sick with COVID-19). I stated that I wanted to provide students the opportunity to be properly represented, just as faculty have the luxury of doing for themselves and their departments. Unfortunately, my request was denied. Despite this, I tried my best to ensure that the students' comments from the forum were shared in our meeting by reading the student forum moderator's notes aloud. Ironically, these student perspectives were highly praised for asking the hard hitting questions and for giving greater insight into the candidates.

This shows that the student perspective is not trivial or unimportant in any way. In fact, we are in the perfect position to ask the tough questions for our professors, ones they may feel might put their workplace comfortability in jeopardy. However, this experience also shows that there is a glaring flaw in how the crucial perspective of students is so easily brushed off and disregarded. Because what is the request of one student, even though this student is tasked with representing the whole student body of a college?

To end this reflection, I want to address the intended readers separately. For the students, I want you to know that the student representatives who go on search committees truly do this because we care about you and take our position of representing students seriously. You are our main motivation, and we will work as hard as we can, even at the expense of our mental health, to represent you and your needs. This institution is here to serve us, priding itself on being “student-centered: [with its] students [coming] first in everything [it does]... student impact [being] an important consideration in every decision [it makes]”.⁵ Therefore, as your student representative, I feel the need to hold Pacific to that promise.

For the administration, this is a call to action. We need to change our current situation to be better for the future. We need to prioritize the students as much as we claim to, and this looks like adding more students to these search committees. No student should have to be placed in a situation where they feel tokenized, overworked, and constantly doubtful of their own intentions, all in the name of representing those they care about. This will not only improve the well-being of the students on these search committees, but it will ultimately lead to better student representation and likely more diverse candidates to represent the values of the students. Commending the efforts of the student representatives is a start, but true appreciation of our effort is seen in action that addresses our struggles and concerns.

None of this is to say that I am not grateful to be provided the opportunity to represent the students in this capacity. It is also not to say that our next College of the Pacific dean will be unsuccessful; all of the candidates were brilliant and the top candidates have a commitment to students and DEI that I believe will improve the College. Rather, I write this because I am indebted to Pacific, and I want it to help fulfill the goals it sets forth. What has occurred with COP and its dean search is likely also affecting our university as a whole. My goal in this letter is to acknowledge that while, yes, all of the final candidates we put forth were very DEI-minded and may have even done countless hours of research on the topic, they have never lived in the skin of a BIPOC person. They will never truly understand the experience of having a skin color other than white, and what that will afford you in America or in its education system. With this piece, I hope to bring awareness to these areas of improvement so that we can ultimately be the university we strive to be. I am extremely grateful to have been given the opportunity to serve the students in such an important capacity. I learned a lot about myself, my judgment, and most importantly, my courage. For that, I am indebted to this school. I now know that when it comes down to it, I am willing to speak up for what I believe in. I learned that there are people that support me, and I am thankful for their check-ups and genuine care throughout this whole process. This is an opportunity that I would love for other students to be afforded, and I will strive to ensure that it will be under better circumstances than those that I have outlined above.

Thank you for your time and for reading my reflection. I hope that we can work together to do better--to do right by our community.

Best regards,

Victoria Martinez (She/Her/Hers)

University of the Pacific | Class of 2025

Sociology and Spanish; Philosophy Minor

Senator at-Large, Finance Committee Chair | *ASuop*

I respectfully acknowledge I attend the University of the Pacific's Stockton Campus which is located on the ancestral homeland of the Northern Valley Yokuts, who were forced to cede their land.

The Next Steps Discussed on September 8th, 2022 (paraphrased from an email sent by Provost Pallavicini on September 9th):

Adding more students to search (and possibly other) committees. This would require a change in the faculty handbook or a shift in administration to student ratio on the committee.

Dr. Blandizzi will help students understand their roles and responsibilities on committees so their experience is positive and rewarding. The committee will be better informed of the roles and responsibilities of students on the committee.

There will be more accountability for DEI; we will all be working with Mary Lomax-Ghiraduzzi and the new Chief People Officer to institutionalize best practices and set expectations.

Zoom will be avoided as much as possible, it will help in open conversations in large groups so everyone feels heard.

("History & Mission," University of the Pacific, accessed August 2022, <https://www.pacific.edu/about-pacific/history-mission>, Our Mission.

"Our Values," University of the Pacific, accessed August 2022, <https://www.pacific.edu/values>, Diversity and Inclusion.)

"Our Values," University of the Pacific, accessed August 2022, <https://www.pacific.edu/values>, Integrity and Accountability.

College Board, "College Board," BigFuture College Search, accessed August 2022, <https://bigfuture.collegeboard.org/college-profile/university-of-the-pacific/campus-life>, Race and Ethnicity.

"Our Values," University of the Pacific, accessed August 2022, <https://www.pacific.edu/values>, Student-Centered.

Oct 5 Written By Zainab Moosa

Is It Really Halal?

Zainab is a freshman majoring in Psychology. Below are some of their thoughts regarding the Halal food situation in the UC Marketplace.

Zainab Moosa

Guest Author

How is it that the world has more than a billion Muslims and yet they have to run around like early hunters and gatherers to search for food? Except, instead of hunting, they are searching on Google, and instead of gathering they are saving the location of specific halal restaurants on their phones. Does the world need another 5 billion Muslims in order to make halal food accessible everywhere?

This was quite upsetting for me as a student, because I was told that food options here would be very inclusive. After experiencing Pacific’s dining first hand, it seems like that inclusivity is not being implemented the way it should be. Automatic/machine sliced meat is what is being served as “halal food” at the Marketplace. While many Muslims may think or believe that machine slaughter is halal and permissible to eat, it comes with its disadvantages: **First**, it is impossible for a butcher to perform the *tasmiyah* (blessing or prayer) while keeping up with the fast-paced butchering machine. This results in many of them using recordings of their own voice reciting the *tasmiyah*, which is unacceptable because it ought to be recited live. **Second**, the machine needs to pass through the jugular vein in order for the body to drain off all blood. Instead it slices off the whole head, resulting in unnecessary pain to the animal while still alive. On the other hand, hand slaughter (*zabiha*) passes all requirements without fail.

Let's break these two points down. As mentioned above, a butcher slicing an animal by machine has to be physically present to perform the *tasmiyah* in order to make sure that the animal is being sliced in a way that is *halal* (lawful). As factory work can become very repetitive and tiresome, butchers may accidentally miss out on some animals or use a recorder that performs the *tasmiyah* for them. In both cases, there is likely to be a sliced animal falling out of *haram* (unlawful), meaning that that animal is not permissible to be eaten.

On the other hand, you have hand-slaughtered animals - a much better, safer and more humane process. It can be equally tiring but at least you can rest assured that the animal is safe to eat. Machine slaughter may seem like the easy way, but it is very tough for many Muslims, including myself, to trust that the butcher made sure it was done in a *halal* (meaning they did not miss the *tasmiyah*) and clean manner.

According to an article written on [Texas A&M AgriLife Extension](#) “*Halal slaughter involves one pass of the blade across the throat of the animal, severing the carotid arteries, jugular vein and trachea. The animal must be allowed to bleed completely out. Blood is not halal (Texas A&M, 2013).*”

Butchers need to be very careful when it comes to machine slicing an animal. The religion of Islam does not implement unwanted pain on the animal. Slaughtering animals in a factory is the exact opposite of what the law of the religion says. In fact, many Muslim families (including my own) get yards big enough to slaughter animals at home in a way that is *halal*. This allows the family members to make sure the animal is treated well and taken care of and given love such as, feeding the animal clean water, giving the animal food or salt, and patting the animal while sending gratitude/praise to God. Compare hand-slicing with machine-slicing and the former is more efficient than the latter.

Despite the risks of machine slicing, many Muslims will still go for it. However, in order to meet diverse needs, Bon Appétit should also offer hand-sliced meats (*zabiha*), which is the most common halal method. There are plenty of halal *zabiha* companies that Bon Appétit can contract with. There are limited dining options for us Muslim students, especially ones like me, who are living on campus. It is difficult to not be able to safely eat the chicken, and to act like we’re vegetarians with a big smile. We’ve had enough of burrito bowls and pastas. Let’s bring in the hand-sliced halal chicken biryani. When/if all these changes occur, the staff in the Marketplace and the Lair will have to bear with “us” annoying Muslim students - because we will come and we will ask if the chicken is halal or not, and we will kindly but firmly ask the staff to use a new knife, spoon, cooking utensil, etc., for the sake of preventing cross-contamination and not have something that contacted pork touch halal chicken.

Oct 13 Written By Lizbet Garcia

Pray and Be Thankful: A Personal Dive Exhibit

Our very own K. Pontuti takes us on a deep dive journey through their incredible sketches and doodles dating back to the early 90s. On top of being a professor and a director, Pontuti is also a talented artist: they share with us some personal insight into their life through these personal logs.

See these amazing works at the Reynold's Gallery, located just behind the Pacific Garden, where the quirky little signs lead you into their world of expression. Here are a few of my personal favorites:



Lizbet
Garcia

Staff
Writer

Second
Year
English
Major

A part of
The
Pacifcan
since
2021



You'll be enthralled by this showing, some things are political, some things quite quirky, and some things will have you asking questions.

One of my own was: why do some of the drawings have pointy ears? Pontuti explains that they were a fan of Star Trek as a child, and if you're familiar with it, you'll recognize Spock's signature ears and sign of greeting. It was one of the few shows to be so progressive in its portrayal of both men and women, interracial relationships, awareness when traveling without imparting their ways on new cultures. It transcended the very narrow minded views more popular at the time. You'll notice little things such as this as you explore the gallery. It became a little fun detail of their art that holds a lot of meaning and compositionally makes the art more graphic.

In the making of the show, Pontuti describes life in San Francisco, delivering packages, riding a bike, connecting with new spaces, and working their way out.

They describe sometimes doing a drawing at a time, immersing themselves in their personal space as a form of simply getting to the next day. This led to the name of the series: "Anything 4 Another Day".



Soon, life continued, marriage, a daughter, and a still unchanging narrower view on how to live in the world. So, the drawings were eventually stored away. Nonetheless, there was still that gravitation towards creative things. Early COVID times were a factor in pulling out these boxes again, and led to the scanning of the images that allow us to view them now. They kind of became a conduit for figuring stuff out.

There is a lot to take away from this gallery and a lot to learn. It's a heartfelt and personal perspective that everyone should see. Visit anything4anotherday.com or their Instagram to explore more about this project and see it yourself as it's available now through October 21st!



Oct 17 Written By Rachael Cross

A Guide to California’s 2022 Propositions: Prop 26 and 27

As the midterm elections approach, voters have been bombarded by advertising campaigns and contradictory information regarding the propositions that are on California’s ballot this election. The arguments made by different sides are often confusing, and it can make it difficult for voters to know which side to trust.

Of the seven propositions on the ballot this year, Props 26 and 27 have become the most debated measures on the ballot. Advertisements for both sides are everywhere, and they tend to make opposite claims.

In order to clear up some confusion surrounding the two ballot measures, here is a breakdown of the two propositions: what arguments are being made from both sides, who is supporting those arguments, and what the proposition actually says.

Prop 26

A “yes” vote on Prop 26 would legalize sports betting on tribal lands, tax 10% of sports betting that comes from racetracks, and would allow tribal casinos to offer roulette and dice games.

The campaign in support of Prop 26 is led by the Coalition for Safe, Responsible Gaming, along with the Peace and Freedom Party of California, 24 different tribes, and other organizations and unions, including the California Nations Indian Gaming Association. Arguments in favor of Prop 26 emphasize the importance of this measure for California’s tribes, as well as the regulation of sports betting that will go into effect as a result of this proposition.

The opposition is led by the group Taxpayers Against Special Interest Monopolies with support from the Republican Party of California, 7 corporations—many of which are casinos—and a few other organizations and unions. Arguments against Prop 26 claim that the measure would expand a monopoly on gaming held by tribal casinos and would do nothing to help communities.

So what would Prop 26 actually do?

The proposition is in response to a 2018 decision by the Supreme Court that removed federal bans on sports betting, instead allowing states to decide on the issue themselves. It acknowledges that illegal sports betting is already occurring without regulation or protection for consumers, and it states that the market for illegal sports betting will “continue to thrive and will continue to be an attractive option due to its untaxed, unregulated, and unlicensed nature.” Because of this, the proposition aims to amend that, regulating and taxing legal sports betting in order to prevent illegal sports betting, as well as provide revenue to fund programs relating to preventing gambling problems and other mental health issues, as well as programs for education and public safety.

The purpose of the measure, as outlined in the proposition itself, is to “regulate and tax sports wagering in California and strengthen California’s gambling regulations and safeguards,” which would include allowing sports betting at “highly regulated and safe facilities,” such as tribal casinos.

The proposition also aims to create strict regulations and consumer protections, many of which targeting the prevention of underage gambling. Sports betting would be allowed on professional, college, or amateur sports, but would be prohibited for high school sports and any sports in which a California college team participates—the proposition explains that this is protecting “students [...] colleges and universities, while permitting sports wagering on popular events such as the NCAA basketball tournament.” Additionally, the proposition would prohibit betting on illegal sports.

The proposition would also tax 10% of sports betting at racetracks in order to fund programs relating to the prevention of gambling problems and mental health, oversight on sports betting and other gaming, and the state’s existing fund for things relating to education and public safety. It also states that the enforcement of existing rules relating to gaming will be increased.

Prop 27

A “yes” vote on Prop 27 would legalize online sports betting, implementing a 10% tax on the profits that would be allocated to programs that address homelessness as well as tribes that would not participate in sports betting.

Support for Prop 27 is led by the group Californians for Solutions to Homelessness and Mental Health Support, and is further supported by certain public officials, such as the mayors of Oakland and Sacramento; 3 different tribes, which are the Big Valley Rancheria Band of Pomo Indians, the Middletown Rancheria of Pomo Indians of California, and the Santa Rosa Rancheria Tachi Yokut Tribe;



Rachael Cross
Staff Writer
Second Year English Major
A part of the Pacifican since 2021

as well as the Major League Baseball Corporation. It is also worth noting that the donors who have contributed the most to this campaign are online betting companies. The main arguments in favor of Prop 27 cite the promise of support for the homeless and tribes that would come as a result of the measure.

The opposition for Prop 27 is led by the group Californians for Tribal Sovereignty and Safe Gaming as well as the Coalition for Safe, Responsible Gaming. The latter is also leading the support for Prop 26. These two groups are joined by a variety of public officials, many of which are members of the state senate and assembly; both the California Democratic Party and the Republican Party of California, as well as the Peace and Freedom Party of California; 5 different tribes; and other organizations and unions. Many arguments against this measure cite the fact that the proposition would most benefit out of state gambling corporations. They also argue that the increased access to gambling will lead to more people developing gambling problems as well as other negative consequences. On their website, the Californians for Tribal Sovereignty and Safe Gaming states that "If it passes, the promise of gaming exclusivity between California voters and our Native American Tribes will be broken, threatening the \$23.2 billion in economic activity and 181,532 California jobs Tribal gaming provides. This measure is a direct attack on tribal sovereignty."

But what does Prop 27 actually say?

Similarly to Prop 26, Prop 27 is also a response to the 2018 Supreme Court ruling that determined the issue of sports betting would be decided on by the states. It is also, like Prop 26, meant to address the issue of illegal sports betting that already exists.

Essentially, Prop 27 is very similar to Prop 26, with the main difference being that Prop 27 focuses specifically on online sports betting while Prop 26 only allows in-person sports betting. Like Prop 26, Prop 27 would implement a 10% tax on profits, with 15% of those taxes going to California's non-gaming tribes and 85% of it going to programs that address homelessness and mental health support.

However, the debate surrounding Prop 27 focuses less on the measure itself and instead on the potential effects the proposition would have if it were passed. Prop 27 is intended to be a way to eliminate illegal sports betting, and it includes ways in which Californians can profit through financial assistance for the homeless and those seeking mental health support, as well as providing support for California's non-gaming tribes. Yet the potential consequences of passing this measure cannot be ignored. Despite its intentions, the measure may still do harm, and many of the untaxed profits from this measure are likely to go out of state.

There are many issues that Prop 26 and 27 bring to voters' attention. Should California legalize sports betting? Does the state need to legalize it both online and in-person, or should only one be available? And do the potential consequences of these measures outweigh the benefits that the propositions are meant to have? California voters must decide the answers to this for themselves.

SOURCES:

Prop 26:

[https://ballotpedia.org/California Proposition 26, Legalize Sports Betting on American Indian Lands Initiative \(2022\)](https://ballotpedia.org/California_Proposition_26,_Legalize_Sports_Betting_on_American_Indian_Lands_Initiative_(2022))

Prop 27:

[https://ballotpedia.org/California Proposition 27, Legalize Sports Betting and Revenue for Homelessness Prevention Fund Initiative \(2022\)](https://ballotpedia.org/California_Proposition_27,_Legalize_Sports_Betting_and_Revenue_for_Homelessness_Prevention_Fund_Initiative_(2022))

Oct 19 Written By Jasmin Prasad

Professor Pay: Comments from Both Ends of the Spectrum

“Professor Pay: Comments from Both Ends of the Spectrum,” is an article that touches on topics discussed in the following article written by Isabel Aecvedo: Pacific Professors Experiencing Burnout: <https://www.thepacifican.com/news/k4a0ugbnn7vahz33ofgl3t2300zkkz>

The following statements made by professors were made in Spring of 2022. As of September of 2022, professors were given, on average, a 2% pay raise based on merit.

For the purposes of this article, the issues investigated will be split into four sections: Professor burnout, anecdotes from professors with children, commentary on inflation, and an interview with COO Ken Mullen and CFO James Walsh.

Professor Burnout

In an interview I had with an anonymous professor and department chair – who will be referred to as Professor X – Professor X discusses professor complaints from their colleagues and/or what they have directly experienced.

“We are exhausted, totally burnt out. It is not the admin's fault, but we have had to do a lot of pivoting. We had to make sure that all of our faculty are up to speed. Then, we met with faculty and had department meetings once a week... ensuring things are best for the students. Right after Spring 2020, we went into major student recruitment – but we predicted a 20% drop in enrollment. Me, and other department chairs, had a lot of work to do in the summer. By Spring 2021, the students and professors had had it” says Professor X.

Another professor, who will be referred to as Professor Y, shares their thoughts on how they feel overload of professors is due to an over-involvement in student recruitment and retention issues.

Professor Y says, “[Administration] should give us something – it’s symbolic to show that you recognize we are working really hard and that we are appreciated.”

Professors with Children

Professor Z, a professor with children, mentions the struggles they have juggling their job at the university and having children at home during COVID times.

Professor Z mentions that faculty with children face constant struggles in the status quo – they are doing several things at the same time. Due to COVID restrictions, daycares are often shut down which affects professors both during online instruction and in-person instruction.

“Suppose daycare shuts down and you are in a Zoom class. How do you teach with a baby on your lap? What if it’s for an extended period of time?” says Professor W.

In person, says Professor W, these same harms still exist. “Professors are juggling classes for their job trying to focus on their students, but all the while, kids are getting COVID, daycares are shutting down, and finding babysitters is harder than ever.”

“[Being a parent and professor] has been super hard. We don’t feel safe sending our unvaxed younger kids to group childcare, and we can’t afford private care. We have a sitter a few hours a week, but I have to be with him for a few hours during the work week, and make up the work at night. The university has definitely made things harder.” says Professor W.

Inflation and Raises

At Pacific, there is a chapter of AAUP (American Association of University Professors). AAUP effectively functions as an academic union – their mission is as follows, “... to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good.”

*For reference, the members of AAUP are not elected, but a member organization.



Jasmin Prasad

Editor

P1 at Thomas J. Long School of Pharmacy

A part of The Pacifican since 2020

AAUP wrote an open letter to President Callahan on salary depreciation and the state of inflation (inflation being 7.5% at the time). The main intent of the letter is to ask for a cost-of-living adjustment (COLA) to salaries: that way, professors are able to supply their needs despite the increasing rate of inflation.

Professor W remarks, “after the letter, he said there will be a modest merit increase. Not on the cost of living (COLA), but it will be up to the dean deciding who gets what based on annual reviews. Is it 1% or 2% – nowhere near 7.5%. But what if you get 0?”

Professor W mentions that they would like the lowest paid to get a salary increase, and cites the McGeorge School of Law budget crisis a couple of years ago: larger increases were given to the lowest paid and lower to the highest paid.

Additionally, Professor Z recounts their experience during the 2020-21 school year: “I was assigned an extra class as tenured faculty during the 2020-21 school year. Our workload was upped without any increase in pay, and with a decrease in contributions to our retirement. They took it back, but I just still feel so offended by the fact that it ever happened and think a public apology is in order. Now our healthcare somehow has high deductibles and doesn't cover a lot of what it used to.”

Interview with COO Ken Mullen and CFO James Walsh

***The interview with COO Ken Mullen and CFO James Walsh reflects only upon the concerns directly related to professor pay. Professor burnout remains an ongoing discussion, making this a living article.**

1. How much would student tuition have to increase if staff and professors got a wage raise that is close to proportional to the current rate of inflation (8.3%)?

Ken Mullen, COO (KM): “The tuition and wage increase are very closely correlated. If there was a wage increase similar to the inflation rate, we would likely see a tuition rate increase that was similar because of that correlation. That's just the model that we have – we are a tuition focused university...when it comes to the tuition rate increase, there are a lot of people involved in this discussion: the board, the institutional budget committee, which includes staff, faculty and students...none of this is done unilaterally, there are committees that allow us to be sustainable now and in the future.”

2. Could an elevation of staff pay cause a trade off with the funding of student services?

James Walsh, CFO (JW): “So very importantly, we are a student focused university... so, for many of our decisions, the priority is: what do the students need?”

KM: “I’ve been here the longest and I've never seen a trade off where we cut off student services to fund something else, that would be counter to why we exist. We are very careful not to do that – in fact we err the other way to make sure those services are funded. Part of that funding are those services and delivering them with excellence means that you have to have excellent staff. And so you get this tension, you have to pay the staff to bring in talent, and keep the talent here, and provide the services, and you have to fund the services. There is constant dialogue to make sure that we are walking that balance to provide optimal services.”

3. What factors were used to determine the recent 2% pay raise?

JW: The determination of the increase is done through a number of discussions and also includes discussions with the institute's budget committee which includes faculty, staff, and students. The 2% is an average, those with more achievements have a higher increase. So the factors that impact that decision are things like: tuition, enrollment, and then there’s macroeconomic factors – like the COVID crisis that we saw.

KM: The 2% is a merit increase, it is not an across the board increase, so we reward achievement when it impacts student services directly or indirectly. It is a rigorous process all through the year really, where we are meeting with our supervisor continually. Even though we have an annual performance review process for employees, we really are getting a gauge on that at least probably once a month if not more. That merit is going to emphasize and provide momentum to ultimately improve the student experience. And we would love to always keep up with inflation but we are in an environment right now where that is very challenging.

4. Would an elevation in student enrollment help pay for pay increases?

We would likely also see a similar increase in tuition— the two are very closely linked. Most of our revenue comes from student charges, tuition, housing and dining, and most of our expenses are compensations and benefits related. So, certainly an increase in enrollment would increase that revenue which would then really would help us to further support our student focused efforts.

KM: You can't move one without moving the other, it would imbalance the budget.

5. Are there any areas that you would like to see improvement in in terms of professor and staff benefits?

JW: As it relates to benefits, our goal is to make sure that we always have a competitive package that supports our talent and acquisition. We believe that we have a competitive package right now, but we do monitor the markets very closely. We work with our broker and our compensation committee which is made up of faculty and staff to review benefits so we can adjust them and review them.

KM: We actually met with the committee about 8 times. We also had the academic counsel leadership, the staff advisory council leadership involved... We really started back in May and just finished the package late September. We have brokers that have a national presence and they understand what a competitive package looks like. If not at market, we are above market to some degree so we are very confident in that.

“Professor Pay: Comments from Both Ends of the Spectrum,” serves as an informational piece that includes comments from professors, staff, and board members alike. Again, this article is a living article: not every concern addressed by professors is a concern that could be addressed within the interview with COO Ken Mullen and CFO James Walsh.

Oct 23 Written By Sophie Fromal

The Pacifcan Goes to Homecoming

Over the weekend of October 14th through the 16th, The Pacifcan team attended University of the Pacific's Homecoming!

The weekend started on Friday with the Craft Beer Fest, as well as Orange and Black Ball!



Sophie
Fromal

Social
Media
Editor

Second-
Year
English
Major

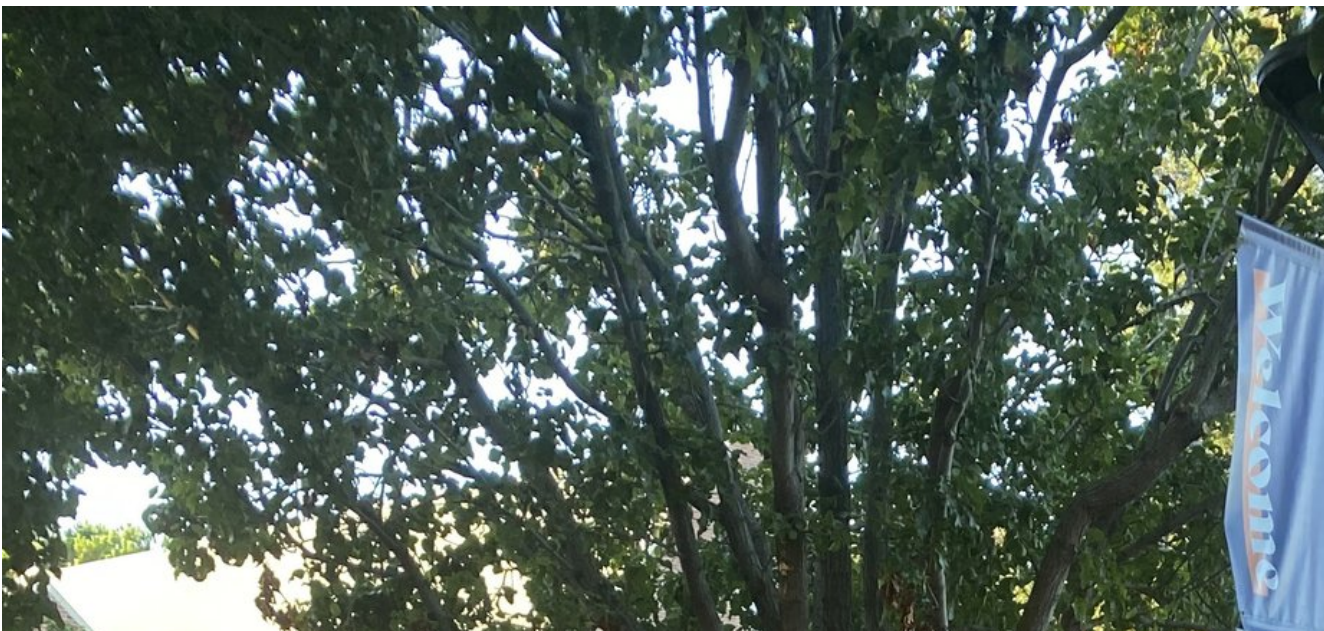
A part of
The
Pacifcan
since
2022.





Saturday started off strong with Tiger Dash and Breakfast with President Callahan at the President's house.

Even Powercat was participating in the race!





Saturday's festivities also included Food Truck Frenzy and Tigers Got Talent.



Photos by: Leah Brent, Sophie Fromal, Emma Garber, Liliana Lopez, and Kara Uchizono







ORANGE & BLACK BALL

ITEM 159
PRES DINNER

Dinner and basketball game for 2 with President Christopher Callahan and First Lady Jean Callahan - Homemade dinner for two at President Christopher Callahan's residence (cooked by President Callahan himself) followed by courtside seats at a Pacific home basketball game.

Donated by: Christopher & Jean Callahan
Proceeds Support: Pacific Athletic Foundation

STARTING BID: \$150
BID INCREMENT: \$25

Bid by Texting
Reply to any Qtego text message with 159























Oct 24 Written By Emma Garber and Ronald Rossi

Death Across The River

UOP has a thriving student body and that is reflected in our campus. As you cross from North to South campus you might walk over the bridge across Calaveras River. Unfortunately, our beautiful Calaveras River has recently been taken over by invasive water hyacinth. This leafy green plant may look like a sign of a healthy river; but it actually uses up the oxygen in the water and suffocates the native plants and animals.

This plant problem has been noticed by many across campus but one group has started to take action. The Environmental Conservation Club (ECC) has been working hard to publicize this issue and brainstorm solutions. The issue was discussed at their weekly meeting on 9/16/2022.

ECC president Ronald Rossi, '24, opened the meeting by welcoming the attendees and mentioning that his team had worked on the water hyacinth slideshow they were to present all week.

Their club size is growing almost as fast as the water hyacinth, the club might have to meet up in a bigger room next time. Two senators from ASUOP's Sustainability Committee are also present to discuss a collaboration with the ECC.

The meeting starts off with introductions. It is clear just how much the Calaveras River means to this group of students and staff. Everyone has the same reason to be present and the energy is palatable. Then the real problem, the water hyacinth, is discussed.

According to Rossi "Water hyacinth is an aquatic plant native to South America but has been introduced to many other parts of the world, including the Calaveras River that runs through our campus. This invasive plant can grow up to two feet and produce large, purple flowers." He also mentions that it can double in size in just two weeks.

Rossi makes it clear that the water hyacinth doesn't just harm the native plants and animals that live in the river but that "by altering the river's flow, the plant also provides a perfect breeding ground for mosquitoes, which can carry diseases like the West Nile virus" which has huge potential to harm the humans (or specifically students in this case) that live near the river.

You can see the increase in water hyacinth in the photos that the ECC have been taking almost weekly of the river. It just keeps growing.

Unfortunately, there are no perfect solutions to this problem. The best removal methods involve physically taking the water hyacinth out of the water. This seems like a simple concept but it is actually very costly and labor intensive. The ECC simply does not have the money to fund this kind of a project and the University is simply not interested. UOP boasts about their Sustainability Project Investment Fund (SPIF) that funds student ideas to increase sustainability. However, this project was created to increase the university's silver star rating from the Association for the Advancement of Sustainability in Higher Education (AASHE). If a project, like removing the water hyacinth, does not immediately and measurably increase the University's "stars" then it will not get funding. Shouldn't the university care about more than just its "stars"?

There is no way to fix this problem right now without extremely large amounts of money. Students, staff, and faculty can help join the fight by joining the ECC which meets on Fridays from 6:00pm-7:00pm in DUC 214. They can also support sustainability and conservation missions around campus to show the administration that they care about the environment more than they care about any kind of "rating." Lastly, everyone can vote for local politicians who understand this need for conservation in our community.

The world we live in is worth it and the health of students is worth it.

Citations:

<https://reports.aashe.org/institutions/university-of-the-pacific-ca/report/2017-03-03/>

<https://stars.aashe.org/>

Estimated costs of mechanical control of water hyacinths by Michael J.Mara

<https://law.pacific.edu/pacific-newsroom/applications-being-accepted-sustainability-projects>

Cover photo from <https://plantright.org/invasive/eichhornia-crassipes/>

Emma Garber and Ronald Rossi

Garber is the Copy Editor for the Pacifican since 2022.

Rossi is a guest contributor.

Oct 31 Written By Kara Uchizono

No Tricks, More Treats: Pacific's Annual Trick-or-Treat

It was, in fact, not a dark and stormy night. It was a crisp and clear fall evening of spook-tacular fun.

With over 46 tables ranging from the DeRosa University Center Lawn to the Sorority House Circle to Knoles Lawn, and costumes ranging from inflatable dinosaurs to Mario Brothers characters to a Julius Little Caesars (complete with a pizza-box spear), Pacific did its absolute best to offer a safe night to the multitudes of families that came to celebrate the holiday a few days early with a candy and game-filled evening.

Pacific's Safe Trick-or-Treat is a beloved tradition that like everything else had to be canceled last year due to COVID. But this year, Pacific and the Stockton community rallied together and thanks to all of the faculty, staff, students, and families, we were able to come back with a bang. Even Powercat, our university's mascot and Callie, President Callahan's energetic and loving dog, made appearances.

"This is the best Halloween party I've ever been to," our university's president Christopher Callahan proudly exclaimed. He was more than happy with the turn-out of the event. "It's a great day, perfect weather, here on beautiful Knoles Lawn, I just couldn't think of a better evening."

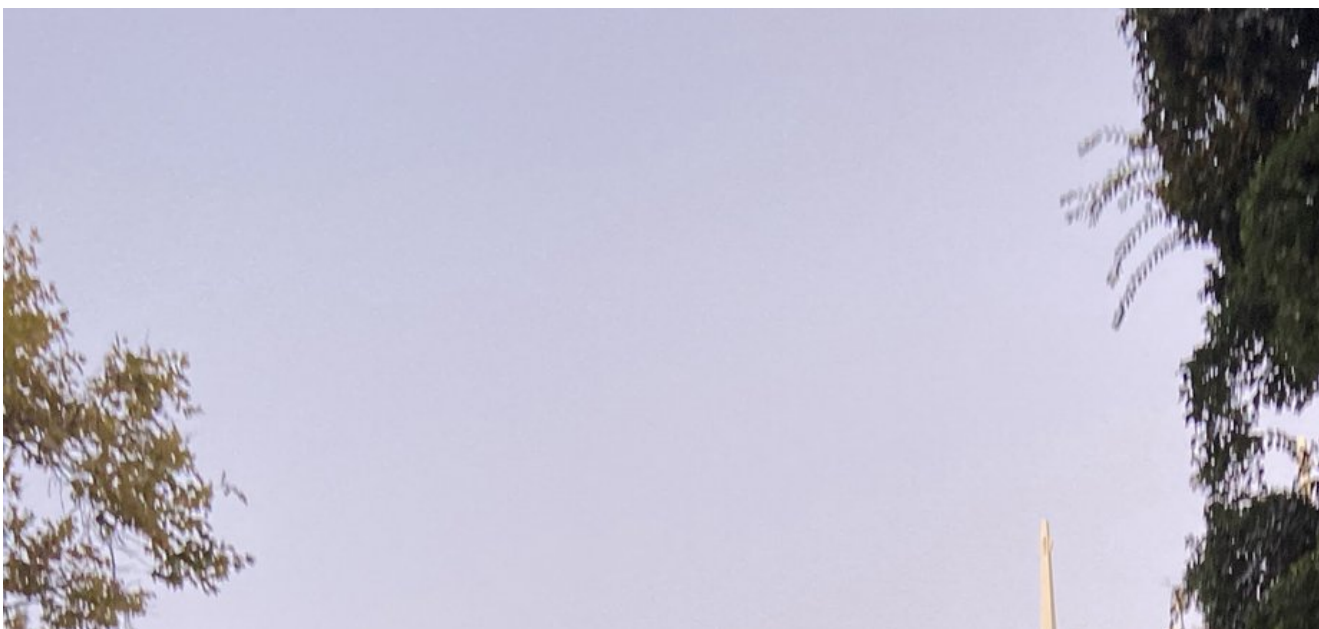
Dressed in a fun hot dog costume, Moiz B., Computer Science, '25, echoes this sentiment. So does Kappa Alpha Theta member Yasmeen Seddeek, Media X, '23. Though stationed at two different areas they both were there alongside their fellow students to promote a safe and welcoming community to children who may one day find themselves in our current students' boots.

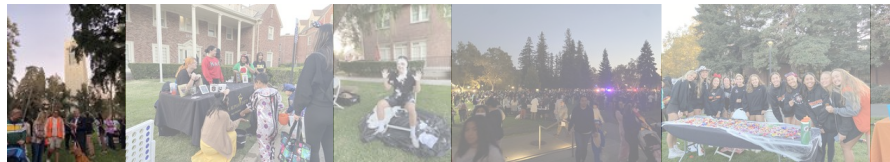
But this event is not just about having fun, it is also largely if not completely about giving back to and interacting with our community. "I think it's really to take down the Pacific kind of barrier between our institution and the Pacific community." ASuop President Angel Zhong, English and Psychology, '23, said. "And we also really wanted to help, be part of the effort to dismantle that and create a unified front versus, you know, an us versus them type idea."

Kara
Uchizono

First
Year
English
Major

Part of
The
Pacifcan
since
2022





The night was really a treat for everyone involved, no tricks here! We hope to see everyone and maybe some new faces next year. Now go get some more candy, Happy Halloween!





PACIFIC
RECREATION

UNIVERSITY OF THE PACIFIC







